



February 6, 2024

Senator Michael Tipping, Chair  
Representative Amy Roeder, Chair  
Committee on Labor and Housing  
100 State House Station  
Augusta, Maine 04333

Re: Testimony on LD 372, An Act to Increase Enforcement and Accountability for Wage and Hour Violations and LD 2184, Resolve, Regarding Legislative Review of Chapter 9: Rules Governing Administrative Civil Money Penalties for Labor Law Violations, a Major Substantive Rule of the Department of Labor, Bureau of Labor Standards

Senator Tipping, Representative Roeder, and members of the Committee on Labor and Housing:

Founded right here in Maine twenty years ago, ReVision Energy is a local clean energy company with over 480 employees across our seven branches in New England, with 268 staff in Maine at our Montville and South Portland locations. Our mission is to make life better by building our just and equitable electric future, which we carry out through our installation of residential and commercial solar projects, as well as additional beneficial electrification products including heat pumps, heat pump hot water heaters, EV chargers, and battery storage. As a company with considerable interest in enabling thoughtful employee-focused policies and workforce development here in Maine, we wish to offer a few comments relevant in your consideration of LD 372 and LD 2184.

ReVision is proud to support our workers. In fact, we have been 100% employee-owned since 2017, and therefore everyone at ReVision is a co-owner equally invested in building a better future. Employee-ownership ensures our business is equitable and focused on our people above all else, and every employee operates with an “owner” mindset and receives the benefit of equity built over time. Committing to a structure called an Employee Stock Ownership Plan (ESOP) solidified our approach to business, prioritizing sustainable and equitable growth.

Additionally, we are a certified B Corporation, a designation indicating we’ve been mission driven from the start. We strive to be a source of social and environmental justice in our business practices, community engagement, and education. Our certification places us in a community of over 5,000 like-minded businesses worldwide who all agree that business is not just about profits but can and should be a source for positive social and environmental change in the world. In fact, in 2019, 2021, and 2022, we were recognized by B Labs as a “Best for the World” company, which means we are in the Top 5% of B Corps scores worldwide, thanks in part to our worker-friendly policies including competitive wages, benefits, and constructive work environment.

As a worker-focused company, we have long recognized that the creation of employment laws and rules for businesses can often put good actors at a disadvantage if there is not accountability for those who do not adhere to those regulations. For that reason, we have advocated for a focus on ensuring the resources necessary for effective enforcement. Therefore, we support legislation that streamlines resolution for affected parties, as it promotes stronger accountability for offending parties and ultimately levels the playing field.



We believe LD 372 and the rules presented in LD 2184 help streamline resolution by reducing the power imbalance between workers and ownership, when ownership has failed to fulfill its obligations under the law. We believe these proposals rightly and pragmatically consider the size of such businesses, the magnitude of the offence, and the company's history in its overall treatment of workers.

We thank the Committee for the opportunity to comment, and we are available to answer any questions. Thank you in advance for your consideration of our perspective regarding the importance of ensuring both accountability and enforcement mechanisms of such labor laws.

Sincerely,

A handwritten signature in black ink, appearing to read "Lindsay Bourgoine", with a long horizontal flourish extending to the right.

Lindsay Bourgoine  
Director, Policy & Government Affairs  
[ReVision Energy](#)